



Health Services
LOS ANGELES COUNTY

February 5, 2007

Los Angeles County
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TO: Each Supervisor

FROM: Bruce A. Chernof, M.D.
Director and Chief Medical Officer

SUBJECT: **HEALTH CARE WORKFORCE DEVELOPMENT PROGRAM
FY 2006-07 SECOND QUARTER REPORT**

Your Board directed the Department of Health Services (DHS) to prepare quarterly reports on the Health Care Workforce Development Program ("HCWDP"). The following report highlights HCWDP's training activities for the second quarter of Fiscal Year 2006-07, namely October 1, 2006 through December 31, 2006:

Career Path Training programs to fill vacancies in areas of critical labor shortage:

Nurse Training

- Seventy-one employees were participating in the following nurse training cohorts: 18 students in the 30-Unit option and 15 students in the Generic RN program at the College of Nursing and Allied Health; 16 students in the LVN program at Citrus Community College; 22 students in the Generic RN program at Cerritos Community College.
- Thirty-six graduating nursing students were being provided with NCLEX training in preparation for the State's nurse licensure test.
- Thirteen employees who obtained their license were appointed to vacant nursing positions within DHS (12 RNs and 1 LVN).

Health Information Technology Coding Training

- On December 8, 2006, twenty-four employees completed their basic Health Information Technology (HIT) Coding training at the Charles Drew University. Once these employees receive their certificate of completion from the University, they will be able to apply for the position of Health Information Technician Trainee. The majority of these employees are presently in clerical positions and the HIT Trainee position will allow them to promote.
- As of December 31, 2006, a second cohort of twenty-nine employees continued with their basic HIT Coding training program at the Charles Drew University and forty-six at the East Los Angeles Community College. At the same time, forty Medical Records Coders were participating in the advanced HIT Coding training program at the East Los Angeles Community College.

Skill Enhancement programs:

Nursing Post-Licensure Training - Training services provided at the request of nursing Management

- Forty-five nurses attended a three-day class entitled "Basic Dysrhythmia" at El Camino Community College. The class is designed to increase the clinical skills of nurses who provide care to monitored patients.

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Twenty-eight nurses attended a "Preceptor" course designed to educate the nurse about the role of and expectation of the preceptor, communication and conflict management, being a role model, precepting styles, teaching methods, and facilitation.

- Twenty-one nurses attended an "Enhancing Critical Thinking Skills" course designed to improve the critical thinking skills of nurses as they deliver care and as way of maximizing positive patient outcomes.

Academic Development Courses designed to prepare employees to enter professional career programs

- Sixty-four employees completed separate eight-week academic preparation courses dealing with subjects such as reading, writing, note taking, study skills, and math for careers in health care. These courses, provided by HCWDP staff, were designed to provide students with the academic tools needed to successfully undertake college level courses.

Computer Skills Training

- Three hundred sixty-five employees completed training in computer technology. The training, conducted at all of the DHS hospitals included: the understanding of basic computer components, improving keyboard skills, internet navigation, e-mail skills, word processing, blackboard, spreadsheets, Power Point presentations, and Access.

Spanish Language Skills Training

- One hundred thirty-four employees completed separate Spanish language courses designed to provide participants with basic language skills to be able to understand, converse, and assist Spanish-only speaking patients with their health care related needs.

Please let me know if you have any questions or need additional information.

BAC:ggc
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c: Chief Administrative Officer
County Counsel
Executive Officer, Board of Supervisors